



January 25, 2024

Honorable City Council

Subject: **Request to Amend the Official Compensation Schedule**

Recommendation is submitted to amend the 2023 – 2024 Official Compensation Schedule to include the following pay range adjustments, subject to City Council approval:

Class Code	Classification	Current Pay Range	Proposed Pay Range	Barg Unit
339302	Traffic Control Officer	\$31,980 – \$39,256	\$39,900 – \$49,000	3002

**Request:**

The above recommendation is at the request of the Director of Police Personnel Katrina Patillo, with the Police Department.

**Rationale:**

The recommendation is based on the department’s expressed need to ensure the pay range for the Traffic Control Officer is commensurate with their job duties, competitive with the market and attractive enough to retain the necessary talent. These employees ensure the safe movement of pedestrians, vehicles, and bicycles as needed during peak traffic times, during special events or at accident scenes. Traffic Control Officers will not engage in traffic enforcement duties but will engage in traffic and crowd control under the guidance of, and in conjunction with certified Police Officers and Supervisors.

To determine an appropriate pay range, a compression analysis and market study were conducted using data from external survey sources for comparable positions. It was determined by use of local and national data sources that an increase to the Traffic Control Officer salary range is recommended. After discussions with the department representatives, this increase would help the noticeable attrition issues and retain necessary employees within the city for some of the upcoming events throughout the year.

The proposed pay range recommendation is subject to City Council approval.

Respectfully,

Denise Starr  
Human Resources Director

DS/pb

Attachments

cc: Budget Department  
Mayor’s Office

**BY COUNCIL MEMBER** \_\_\_\_\_

**RESOLVED**, That the 2023 - 2024 Official Compensation Schedule is hereby amended to reflect the following pay range, effective upon Council’s approval.

<b>Class Code</b>	<b>Classification</b>	<b>Current Pay Range</b>	<b>Proposed Pay Range</b>	<b>Barg Unit</b>
339302	Traffic Control Officer	\$31,980 – \$39,256	\$39,900 – \$49,000	3002

**RESOLVED**, That the Finance Director is hereby authorized to honor payrolls and vouchers in accordance with this resolution, the above communication, and standard City of Detroit practices.